

NIEHS AWARDEES MEETING
APPRENTICESHIP WORKSHOP

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Presenters:

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WHAT ARE SOME OF APPRENTICESHIP PROGRAMS OFFERED BY THE BUILDING AND CONSTRUCTION TRADES?

There are fifteen (15) unions that comprise the Construction and Building Trades Department of the AFL-CIO. They are: Asbestos Workers, BAC, UBC, IBEW, LIUNA, IUOE, IBPAT, OPCMIA, UA, SMWIA, Roofers, Boilermakers, IBT, Iron Workers, IUEC. The construction and building trades offer a variety of apprenticeship programs. There are over 2,288 apprenticeship centers affiliated with the trades across the country. These Apprenticeship Training Centers are under the jurisdiction of Joint Labor and Management Committees, often referred to as Joint Apprenticeship and Training Committees/Funds.

WHAT IS A CONSTRUCTION OR BUILDING TRADE APPRENTICESHIP?

Construction and Building Trades Apprenticeship is a work force training concept which was developed to prepare an individual, generally a high school graduate, for occupations in the skilled trades and crafts. Currently, there are more than 800 apprenticeship occupations in the United States. An apprenticeship program is certified by the United States Department of Labor, Bureau of Apprenticeship Training.

What is an apprentice?

An apprentice is an individual who develops marketable job skills in a structured, BAT approved training program. Apprenticeship is similar to college in that it may take anywhere from one to seven years to complete a program, depending on which trade is chosen. Most apprenticeship programs are three to five years in length, similar to a four year bachelor's degree program.

There are several benefits of an apprenticeship training program:

- *An apprentice is an employee who receives an hourly wage and other benefits while learning a craft/trade
- *The majority of training occurs on-the-job and is combined with classroom instruction.
- *The apprentice works side by side with an experienced "Journey person."
- *Employers (management) and Workers (labor) work together to design the duration and criteria of apprentice training in the particular trade.

HOW DO CONTRACTORS BENEFIT FROM AN APPRENTICESHIP PROGRAM?

- *Ability to supply a high quality product.
- *Quick production turn around which enables the contractor to meet scheduled deadlines and in some cases ahead of schedule.
- *Accessible to a pool of skilled, confident, experienced and qualified personnel.

*Reduced workers compensation and industrial injury rates.

Below are examples of some of the entry requirements and application windows.

Carpenters, Sheet Metal Workers, Surveyors, Laborers

CRAFT	MIN AGE	HS CERT GED	APP, REC'D
Carpenters	17	no	open
Sheet Metal Workers	16	yes	monthly
Surveyors	18	no	open
Laborers	18	no	open

WHAT IS A PRE-APPRENTICESHIP AND HOW DOES IT WORK?

WHAT VALUE DOES IT PLAY WITH THE APPRENTICESHIP PROGRAMS?

A Pre-Apprenticeship program is a condensed version the apprenticeship training program of basic hands-on training and classroom studies. The pre-apprenticeship program gives a basic overview of crafts or trades during a specified time period. Pre-apprentices attend structured classes, five days per week, for a period of three to fifteen weeks. The length of time of pre-apprenticeship training is determined by the type of life skills courses offered and the specific construction/trades skills offered.

How does it work?

During pre-apprenticeship training participants are provided a variety of skills to prepare them for the world of work and to meet the various pre-requisites of apprenticeship enrollment. Additionally, the program participants learn the history of the trades, what expectations the contractors have of their employees, what the employees rights are, identification and safe use of the various tools of the trade(s) and helps them determine which craft they are best suited to pursue as a life-long career.

What value does it play with the apprenticeship programs?

Participants in a pre-apprenticeship program bring added value upon entering a union=s apprenticeship. Successes from the combination of the two programs have demonstrated increased retention rates in the apprenticeship program; increased retention of employment; provides a large pool of workers, prepared and ready for employment; and a high placement rate of pre-apprentices into the apprenticeship programs.

